

**Hourly Wage Scale:**

		----- STEPS -----						
<u>Description ! Position</u>	<u>Grade/ Code</u>	<u>Start</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>Maximum</u>
Laborer I, Town Meeting Page, Custodian	H1	\$8.40	\$8.80	\$9.21	\$9.67	\$10.09	\$10.48	\$10.81
Census Taker	H2	\$9.21	\$9.67	\$10.09	\$10.48	\$10.90	\$11.34	\$11.65
Clerical Assistant, Laborer II	H3	\$10.09	\$10.90	\$11.74	\$12.61	\$13.41	\$14.25	\$14.69
Deputy Animal Control Officer, Clerk, Instructor	H4	\$10.90	\$11.74	\$12.61	\$13.41	\$14.25	\$15.08	\$15.53
Admin Support (Grants), Recycling Attendant, Nurse, Volunteer Coordinator I, Laborer III, Program Assistant	H5	\$12.61	\$13.41	\$14.25	\$15.08	\$15.93	\$16.78	\$17.28
Police Matron	H6	\$18.45	\$19.00	\$19.55	\$20.14			
Bus Coordinator, Volunteer Coordinator II, Meter Enforcement Operator, Plumbing and Wiring Inspector, Community Garden Coordinator, Laborer IV	H7	\$17.60	\$18.13	\$18.67	\$19.22	\$19.82	\$20.40	\$21.01
Bus Driver	H8	\$12.61	\$13.41	\$14.25	\$15.09	\$15.62	\$16.78	\$17.28
Bus Dispatcher	H9	\$12.61	\$13.41	\$14.25	\$15.09	\$15.93	\$16.78	\$16.94
Social Worker	H10	\$20.72	\$21.35	\$21.99	\$22.63	\$23.27	\$24.01	
Police Transcriber, Conservation Agent	H11	\$19.44	\$20.02	\$20.61	\$21.23	\$21.89		
Building Inspector	H12	\$29.00	\$30.00	\$31.00	\$32.00			

**Library Personnel:**

		----- STEPS -----						
<u>STEPS</u>								
Library Page (Morse)	L1	\$8.40	\$8.67	\$8.92	\$9.19	\$9.47	\$9.75	\$10.05
Library Clerk (Bacon)	L2	\$11.55	\$11.89	\$12.24	\$12.62	\$13.01	\$13.38	\$13.79
Library Assistant (Bacon)	L3	\$14.97	\$15.41	\$15.87	\$16.36	\$16.84	\$17.35	\$17.88

**Recreation Revolving:**

		----- STEPS -----						
<u>Hourly Wage Scale:</u>								
<u>Descriptions ! Positions</u>		<u>Start</u>	<u>1</u>	<u>2</u>	<u>STEPS</u>	<u>4</u>	<u>5</u>	<u>Maximum</u>
Attendant, Assistant Leader, Junior Counselor, Assistant Instructor	R1	\$8.46	\$8.86	\$9.23	\$9.60	\$9.99	\$10.36	\$10.70
Leader, Instructor, Part-time Laborer I, Senior Counselor, Building Monitor I	R2	\$9.23	\$9.60	\$9.99	\$10.36	\$10.73	\$11.10	\$11.47
Senior Counselor (certified)	R2A	\$9.85	\$10.24	\$10.65	\$11.08	\$11.52	\$11.98	\$12.46
Lifeguard, Program Instructor, Specialist, Laborer II, Concession Manager, Assistant Swim Coach	R3	\$10.67	\$11.08	\$11.92	\$12.55	\$13.19	\$13.80	\$14.45
Assistant Director, Head Lifeguard, Swim Coach, Water Safety Instructor, Director Medium Sized Programs, Building Monitor II	R4	\$12.55	\$13.19	\$13.80	\$14.45	\$15.07	\$15.70	\$16.31
Manager, Supervisor Major Programs	R5	\$15.07	\$15.70	\$16.31	\$16.96	\$17.57	\$18.19	\$18.82
Beach Manager	R8	\$18.00	\$19.00	\$20.00				
Camp Woodtrail Director, Certified Camp Nurse	R9	\$20.00	\$21.00	\$22.00				
Nurse	R12	\$29.00	\$30.00	\$31.00				

**Golf Course**

<u>Descriptions ! Positions</u>		<u>Start</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>Maximum</u>
Golf Cart Attendant	GC1	\$8.00	\$8.25	\$8.50				
Ranger/Starter	GC2	\$9.00	\$9.50	\$10.00				
Club House Attendant	GC3	\$10.00	\$10.50	\$11.00				
Club House Supervisor, Equipment Operator	GC4	\$12.00	\$12.50	\$13.00	\$13.50	\$14.00		
Golf Course Mechanic, Equipment Manager	GC5	\$14.00	\$15.00	\$16.00	\$17.00	\$18.00		

**Session Wage Schedule:**

<u>Descriptions ! Positions</u>		<u>Start</u>	<u>Maximum</u>
Timer/Scorer	S2	\$10.82	\$11.16
i Parking Clerk/Clerk	S2	\$10.82	\$11.16
Farm Instructor	S4	\$13.91	\$14.33
Adult Contractor, Yoga Instructor	S9	\$27.83	\$30.35
Certified Sports Official	S12	\$37.10	\$38.22

**Election Workers: (Daily Rates)**

<u>Descriptions ! Positions</u>		<u>Start</u>	<u>Maximum Half-Day</u>
Warden	E1	\$150.00	\$185.00 \$92.50
Clerk	E2	\$135.00	\$160.00 \$80.00
Poll Worker	E3	\$125.00	\$140.00 \$70.00

**Clinic Nurse:**

<u>Descriptions ! Positions</u>		<u>Start</u>	
Nurse	N1	\$24.83	

**Annual Wage Schedule: (Annual Rates)**

<u>Descriptions ! Positions</u>		<u>Start</u>	<u>Maximum</u>
Inspector of Animals	A2	\$3,377.51	
Registrar of Voters	A1	\$579.60	\$615.08

**School Crossing Guards:**

<u>Descriptions ! Positions</u>		<u>Start</u>	<u>Maximum</u>
M1 Monthly School Year	M1	\$717.97	\$738.08
M3 Monthly School Year (2 Posts)	M3		\$1,103.76
M2 Daily School Year	M2	\$39.87	\$41.00

**Classification and Pay Plan  
Fiscal Year 2015  
Effective July 1, 2014**